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## Costs of Exclusion

Are you measuring the costs of exclusion and/or the dividends of inclusion? As development practitioners, we know that exclusion is costly from a human rights perspective and that inclusion and equality are fundamental to whether and how societies thrive (Global Gender Gap Index 2014).

Articulating the economic consequences of exclusion and the benefits of including marginalized people in the areas of economic participation, education, employment and health can also be a powerful message. Thoughtful studies have explored how ongoing commitment to integrating marginalized populations can result in strong improvements in development outcomes, both social and economic, and that there are hard costs linked to ignoring the talents and contributions of huge swaths of the world's available talent pool. These studies include: the [Economic Costs of Exclusion and Gains of Inclusion of People with Disabilities](#); [The Economic Cost of Homophobia: How LGBT Exclusion Impacts Development](#); and the [World Economic Forum's Global Gender Gap Index 2014: The Case for Gender Equality](#).

Graphic: "The High Cost of Exclusion",  
[jewishspecialneeds.blogspot.com](http://jewishspecialneeds.blogspot.com), 2016.

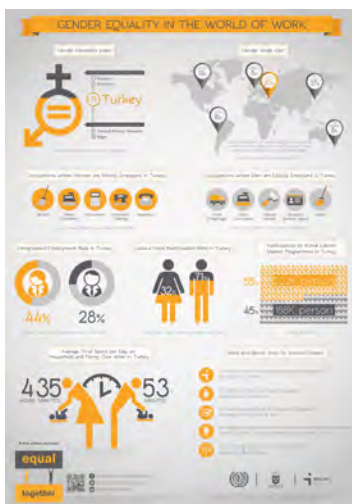


## Putting People at the Center of Program Design

The [Transforming Agency, Access, and Power \(TAAP\)](#) approach that we are co-creating puts people's skills, talents and experiences at the center of the program design. A recent Devex article, "[A human centered approach to design for development](#)" highlights human-centered design (HCD) as an approach to problem solving that incorporates the wants and needs of end users of a product or service in every stage of the design process. In the article, Katie Waller, a senior program officer at Concern Worldwide, notes that "for HCD to have a future in global development, it will require organizations to incorporate principles such as an abundance mentality, a bias for action, and leading with empathy into their practice areas."

The TAAP Toolkit and Framework will include discussion of HCD approaches to program design as catalytic for transforming systems of power and exclusion. **If you have an expertise in HCD and have ideas for how to integrate it in to the TAAP toolkit, please let us know!**

*Photo: Interactive workshop at the World Learning Global Staff Conference, November 2015*



## Revealing Gaps and Opportunities for Inclusion: The Power of Infographics

Infographics can be powerful tools for telling stories of inclusion and exclusion. Complex issues can be displayed in easy-to-read formats to highlight accomplishments, to illustrate degrees of inequality, to reveal trends in access to development and to inform development practitioners when designing inclusive programs. Ozan Cakmak, Policy and Partnerships Officer with the International Labor Organization, shared with us a "[Gender Equality in the World of Work](#)" infographic that he prepared to mark International Women's Day in Turkey. Ozan notes that "Data on gender wage gaps, and differences in labor

participation rates and occupations are visualized so that the reader can synthesize the information for understanding and decision-making.”

Similarly, practitioners at the United Nation’s Development Program (UNDP) created an [LGBT Inclusion infographic](#) to illustrate that “in most places, data and analysis specific to LGBTI people is drastically lacking, allowing the challenges faced by them to remain invisible.” The infographic advocates for bridging the data gaps to support inclusion through an initiative to address the data gaps and a new UNDP LGBTI Inclusion Index, which will assist governments, civil society and other development partners in measuring LGBTI inclusion, identifying data trends and gaps, and in providing evidence to help advance good policy.

Photo: International Labour Organization (ILO), gender equality, gender, women. Regions and countries covered: Turkey, 2016



## “Who’s Investing in Inclusion?”

As we seek to design inclusion-sensitive and inclusion responsive programs, it is important to know who is supporting the work to change unjust structures and systems. [Randal Mason](#), independent LGBTI consultant and TAAP contributor, recommends checking out the Foundation Center’s website, [Advancing Human Rights: The State of Global Foundation Grantmaking](#). “While many of us are saturated with information daily and continually seek out news about different human rights issues, this is not the reality for many people. The website is a launch-point for those interested in resources for human rights work, and unsure where or how to start or engage.” The Advancing Human Rights initiative provides a global perspective on thirteen issue areas and research tools that can help funders and advocates

increase their effectiveness and awareness. In 2012 alone, 774 foundations in 45 countries made nearly 19,000 grants totaling \$1.8 Billion, illuminating the growing attention for human rights issues. On the website, the Key Findings tab connects users to additional reports, resources, and ways to connect via social media. Stay informed, TAAP Community of Practice!

Graphic: Foundation Center and the International Human Rights Funders Group (IHRFG), 2016.



## Got Inclusion?

We want to hear from you! Please share your inclusion activities, success stories, upcoming events, and intriguing resources. Send to [TAAP@worldlearning.org](mailto:TAAP@worldlearning.org).

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